

Memo

To: Capt. Tom Wolfe

From: F Shaw

Date: Date 12/1/17

Re: Subject

I received complaints from other people concerning online posts. I was called around August 30th after my wife heard about people talking about an officer posting a "picture" on FaceBook which said "Fuck the Black Lives Matter Movement".

She asked me if we had a policy about 'stuff' like that. I hadn't seen the post so I had no idea what exactly it was and couldn't answer her. She said "go look" it's there for everyone to see. I checked the post. It was obviously inappropriate. I screenshot the picture but do not know where the original is. I screenshot and printed the attached two days ago. Right next to the photo is a picture of Chief Strachan. There was no secret hacking or backdoor computer use to get the picture, it is on FaceBook.

I was asked why I didn't turn it in back when it was first seen. I contemplated turning it in but felt that many other supervisors and officers are seeing this on FaceBook and I am done with being "that one" who seems to cause the controversy.

I again got contacted about another post later dated on 9/30 which shows a picture stating "Here's to you and your bull shit movement" with a hand raising its middle finger towards Colin Kaepernick. Again I was asked if our department condoned these types of charged posts especially since the Chief of Police is seen in pictures alongside these comments. I left it at that, if other personnel aren't willing to point out this then why should I be the one who is always being hung out on the limb.

I again got asked about another post in March of 2017 about the department getting Narcan and how it seemed the post was negative towards using the spray to help overdose victims.

I started thinking I should bring the items forward to the Chief.

Sometime during the time period I was at work and received a phone call. I don't remember who it was, I believe it was a Bremerton Officer. I was told 'Schaeffer is on the Kitsap Sun site belittling some girl. I went to the site and saw he was calling some other person posting and 'ignorant' something or other...

I work as a Police Officer here on the streets. These comments and actions make my job harder and more dangerous. It is very easy for people to hide behind a made up name and start belittling and harassing someone.

I sent her some of the publicly available photos to show her what kind of person she is dealing with. I did not erase any data from the photos. Whatever was on there was on there. I was hired over 20 years ago and the one thing I wrote in a memo to Captain Wolfe back then was one of my number one goals is to make sure people are treated fairly and not bullied. I am tired of seeing these comments and have no problem saying so.

A short time later I was told there was a post on FaceBook about someone being called a rat. I logged in and saw the basic conversation being "we know who you are rat", "just leave rat" and cartoon of a dead rat with a knife in its back.

I quit, if the general atmosphere is that saying this behavior is wrong and calling the person out gets you called a rat and then a picture of a dead rat, it is not worth putting my safety and security on the line for.

I have talked openly about these posts in the past. I can't tell you exactly who I have told what to, I had no problem talking openly but after seeing those comments, I quit.

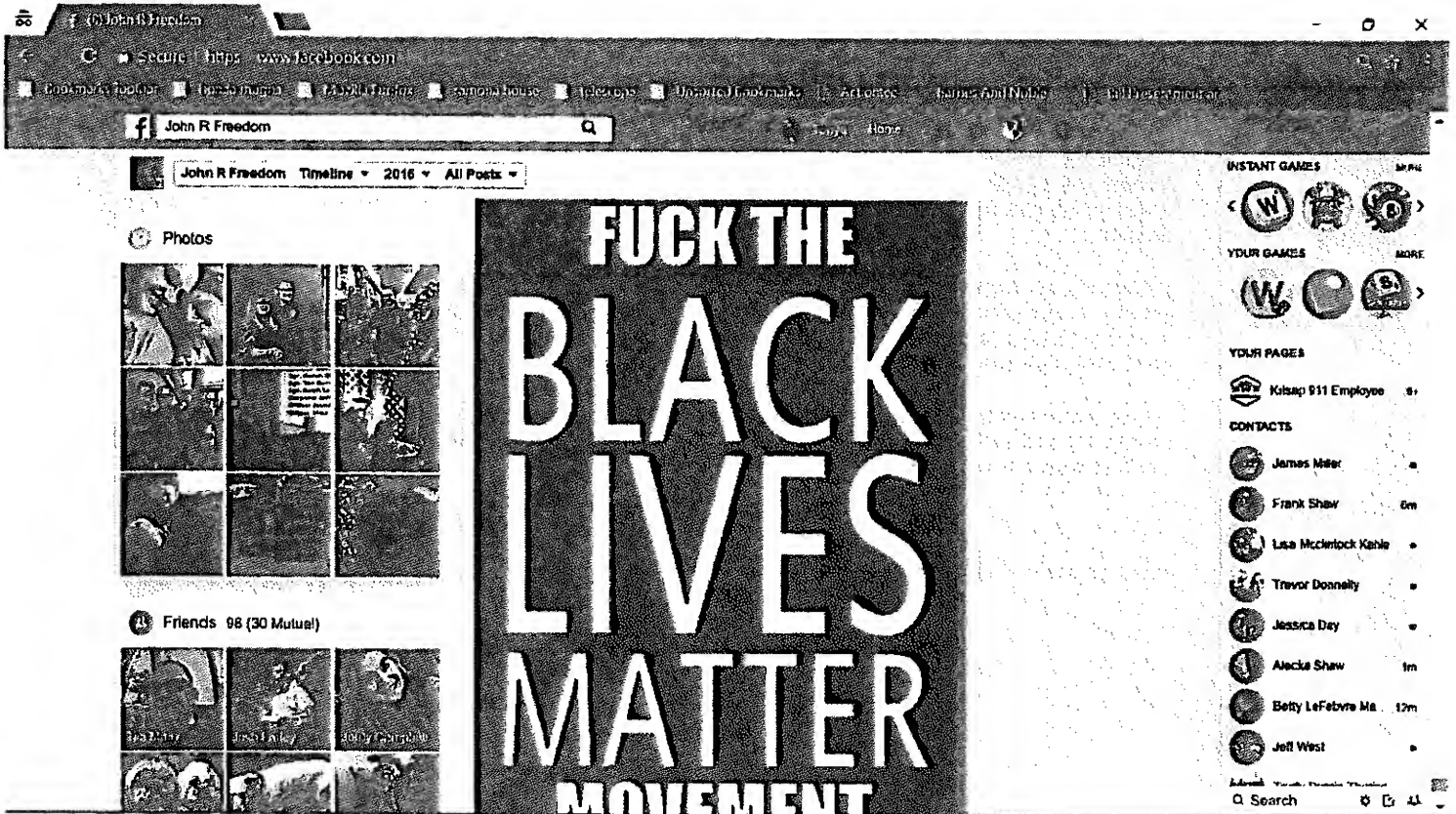
I do know I have talked out loud about the "stupid posts on facebook" to Bogen, Berntsen, Vertefeuille, Stottlemeyer (the Kitsap Sun posting), Faidley (I think). I'm sure there are others, it was no big deal to talk about it therefore I did not really make any mental note who was around.

Since then, someone has sent the Chief emails. I have no clue who it actually is, I do know it is not me. I have people I would easily suspect but as for true knowledge, I have none. I was told everyone thinks it is me. That is obvious, I see how I am being treated at times. Personally, I don't care, if people are going to act on a false rumor, so be it.

During the time of these photos being posted on FaceBook, I know other members of the community and department have seen them. Anyone who has had access on FaceBook to see the stuff posted and commented on can copy and print it.

Attached are the screenshots I have on hand.

A handwritten signature in black ink, appearing to read "G. Shaw". The signature is fluid and cursive, with a large loop at the end.

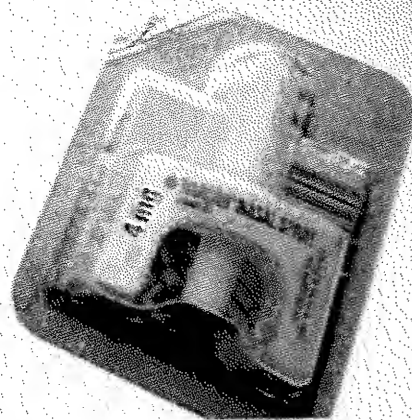
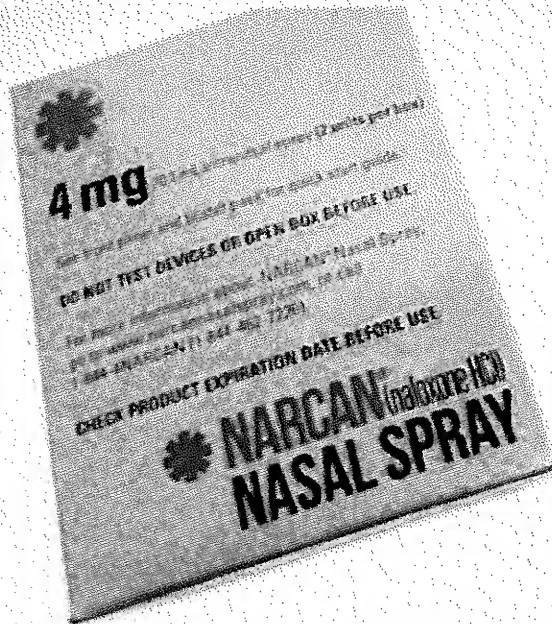




John R Freedom

50 mins · 41

Feel good story of the year, right? What's next, a needle exchange program? Oh wait....What about a "safe space" to slam? Oh never mind. Where is the consequence for poor decision making if we're going to enable this abhorrent behavior?



Kitsap police get equipped with overdose-reversing meds
Naloxone being deployed to save victims, protect officers.

kitsapsun.com



Comment



Memorandum

COPY

To: Officer Frank Shaw
CC: Chief Steven Strachan
From: Captain Tom Wolfe
HR Manager Charlotte Nelson
Date: 12/15/2017
Re: Facebook Posts

On November 2, 2017, Charlotte Nelson and I met with you to discuss your concerns regarding Facebook posts made by your coworkers. On December 1, 2017, you provided me with screen shots of some of the posts. Your concerns fell into two categories: (a) officers making posts that were controversial and inappropriate, and (b) an officer making a post that you considered a threat to your safety.

The issue of controversial and inappropriate social media posts arose earlier in late October 2017 based on information provided to a local reporter. On October 27, 2017, Chief Strachan circulated an email to all officers cautioning them about social media posts of this sort, and how they can reflect poorly on the department and can cause us to be unfairly viewed as biased in our policing. The posts that you shared with us appear to be made prior to the Chief's email. Absent additional information that the posts occurred after that date or were otherwise in violation of Policy 1060, we are assuming that our officers have gotten the message and this issue has been resolved.

You also communicated that an officer threatened you by posting an image of a rat with a knife in it. You believe that Corporal Roessel was responsible for that post. I spoke with Corporal Roessel and he adamantly denied having anything to do with it. The material you provided us omitted the screen shot of the post or any documentation about it. If you remain concerned about this, we are willing to follow up on it, but we need to see the documentation that gives rise to your concern. If we do not receive it by 5:00 p.m. on December 29, 2017, we will assume that you do not wish us to follow up, and we will consider the matter closed.

Memorandum

To: Charlotte Nelson, HR ✓
CC: Chief James Burchett
From: Captain Tom Wolfe *[Signature]*
Date: 1/2/2018
Re: Frank Shaw Complaint/Close out

Received

JAN 11 2018

Human Resources

The deadline for Frank Shaw of 12/29/2017 came and went and he brought no new information forward. I saw him several times and even spoke to him in line ups on other matters.

Today I spoke to Corporal Schaefer to make him aware of the complaint and to close the loop on this issue. He shed some light on the incident. He told me that he has had not had activity on Facebook for over six months and it is because of Frank Shaw.

He was aware of the incident and gave a different account of it that shed some light on it. In short, Schaefer commented on a Sun Article about a political issue dealing with the election. A female (or a person on face book with a female profile) then started going at him for his views and he called her an ignoramus. Suddenly this person is posting screen shots on the Sun web site from his private Facebook page that is only "friends" accessible. Jeff's wife and he decided it had to be someone in his friends list and suspected Frank Shaw. The wife posted "we know who you are" to this person to get them to stop. Schaefer even contacted the Sun and explained his suspicion of a person using a false profile and posting things that had nothing to do with the post and was an obvious attack on him. This person was even letting people know Schaefer was a police officer. The Sun took the whole thing down. I would suspect that when the newspaper sided with Schaefer on this that the other party was the one in the wrong, not Schaefer.

From this new information it appears when Shaw told us he "anonymously" let Schafer know his posts were not ok, the female in this profile was probably Shaw and that would explain his vague responses. His reluctance to tell the truth of the matter and give details would make more sense to me if this were the case. We may never know. The stories match up to a point and when they

January 10, 2018

are overlapped the picture to me appears that Corporal Schafer had a strong political opinion that Officer Shaw disagreed with and instead of being transparent and having a conversation about their differences, choices were made that in hind-sight were poor choices in trying to resolve the issue. There is also a layer of jealousy over Schafer getting a promotion and Shaw not getting a promotion, this from Shaw making a point of saying that Schaefer had just made Corporal and was posting inappropriate things. Things Shaw, if he were the Chief, would have fired him for. (Shaw's quote)

In summary it looks like Officer Shaw was jealous of Schaefer, took offense to him being promoted and to his political views and things he was posting in a semi-private online setting. Shaw took matters into his own hands and it backfired on him. Schaefer then stopped using social media and relations are strained between Shaw and Schaefer.

Schaefer knows not to retaliate or go after Shaw in anyway. Shaw knows not to "keep book" on peers and others but to bring forward issues as he is aware of them.

Of note the anonymous complaints against people in the department have stopped since Frank Shaw was talked to about the issue by you and I.

Tom Wolfe

From: Steven Strachan
Sent: Friday, October 27, 2017 9:22 AM
To: All Police Personnel
Subject: Posts on Facebook

The current environment in social media, fed by the national media, is to take bits of information, out of context, and to spin them for division and to create sensationalism and outrage. This is the context in which we are working right now.

Last week I was asked by a local reporter about a complaint the paper had received regarding social media posts by two of our officers. I asked for more specifics and I received this response:

"One employee posted a selfie on Facebook showing him wearing a shirt that said 'dirka dirka dirka.' This is apparently a reference from the South Park movie 'Team America: World Police' poking fun at how people sound when they speak Arabic. Another employee posted a comment 'aids aids aids' which is apparently a reference to the same movie and a mocking of the play Rent."

Someone who saw the posts alerted the media.

I have several comments about the complaint and the issues it raises. The officers who posted the photo and comment, which are from mainstream media and movies, were acting on their own time in their capacity as private citizens. The comments were not posted in their positions as police officers or as representatives of the City. Lots of people enjoy edgy humor, and they have a First Amendment right to express and share that humor in their private time. Even if it's taken out of context or misses the point, remember that some people will use these things as fodder for social media comments. It is not my job or my desire to direct what employees say to friends and family. For these reasons, I do not intend to take any further action on the posts.

We pride ourselves on our good relationship with the community and the fair and equitable way we treat everyone. This is particularly true of the involved officers, who I know are professional and unbiased with whomever they are dealing with on the job. There is no anti-gay or anti-Muslim expression or sentiment in these posts. However, I want to caution you that expressions like this can have unintended consequences. For example, if either officer were accused of anti-Muslim or anti-gay bias in their treatment of a suspect or arrestee, posts like this could be inaccurately used in an attempt to show that the officer harbored unlawful animosity. As you know, police are under microscopic scrutiny today. Please be mindful of the fact that your off duty public conduct, which includes posting on social media sites that can be viewed by others, can come back in a negative way.

Thanks for all you do!

Steven D. Strachan, Chief of Police
Bremerton Police Department
1025 Burwell Street
Bremerton, WA 98337
Steven.Strachan@ci.bremerton.wa.us

360-473-5224
Fax: 360-473-5890
Assistant: Barbara Forbes
Barbara.Forbes@ci.bremerton.wa.us

Attachment 12

Facebook Rat Posting and Comments

← Posts



👤 Steven Michael Polonsky and 24 others

**Jamie Williams Jensen**

So many people are just ignorant pieces of crap and need to be told to STFU! Thank you for doing it. I believe in all those same things as you, but we disagree politically on many things. I'm good with that and I respect your right to do on your FB what you want. Not my business - and certainly not a crazy strangers. Sorry that happened to you. You keep being you! Love you man!

Yesterday at 6:57 PM · Like · 🍷 4 · Reply

**John R Freedom** I love me some Jensen's.**Mandy Verraes**

You are a great person as well as a great officer. I have more respect for you then you know and I'm glad you are part of my life. And whoever does that crap to you is not ok. If they're reading this...karma is a bitch and she has GPS. Keep that in mind when you do rotten shit to someone.

Yesterday at 6:57 PM · Edited · Like · 🍷 2 · Reply

**Erika Rose** Thanks bestie. I love you.**Mandy Verraes** I love you too! God help the person who did this to him..they do no...**Will Sapp**

I have spent years "stalking you". I can't help it, just look at you. Are you saying I should stop? 🤔👀👀

Yesterday at 7:15 PM · Like · 🍷 3 · Reply

**John R Freedom** It's my rugged good looks isn't it?**Erika Rose** Will, I told you I'd agree to visitation... we talked about this.**Michael Young**

I am unfriending you after I post this...you Bastard.

Yesterday at 7:33 PM · Like · 🍷 1 · Reply

**John R Freedom** Is this because my mom wouldn't let me go with you to Beastie B...**Michael Young** Why do you have to bring that up? She ruined my 13th birthday!!**John R Freedom** 😊**Jonny Haywood**

Let me at em....

Yesterday at 7:48 PM · Like · 🍷 2 · Reply



Write a comment...



[←](#) Posts

L... the ...

Yesterday at 7:48 PM · Like · 2 · Reply

**Trista Ann**

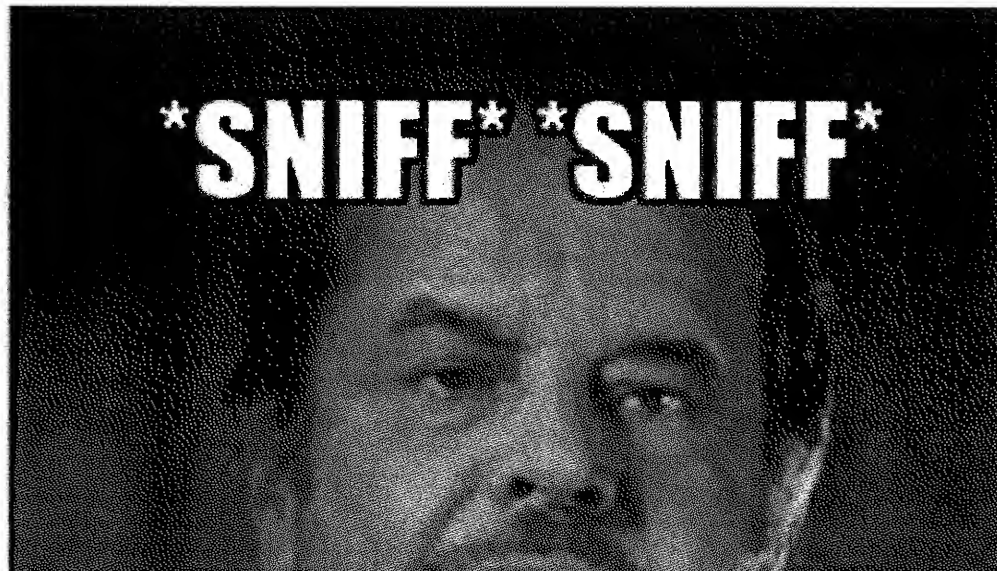
Boy... that feels so familiar! Some people, sadly... just SUCK!

Yesterday at 8:00 PM · Like · 2 · Reply

**Erika Rose** Right??**Trista Ann** I'm so sorry that happened. People feel they can say the most vile thi...**Erika Rose**

I have a hard time believing that anyone would have sent her screenshots of his page, I personally think she is lying and found some loophole. But if someone did send her these things, they need to ask themselves what their motive is. I cannot come up with anything that would be acceptable, and therefore if that's what happened, someone has some serious issues. Seek help. You obviously don't know my husband and you should be ashamed. He is the best man I've ever known, and has more integrity than any 10 people put together. I'm so proud of him every day and stand by him. If it was someone we know, please leave us alone. I can't think of anyone who would stoop this low though, which is why I think she is lying. But it's a pretty yucky feeling to have to wonder...

Yesterday at 8:10 PM · Like · 5 · Reply

**John R Freedom** ❤️❤️❤️❤️❤️**Mandy Verraes** I dare them to show their face.. I can flip my bitch switch on in a...**Dee Dobbins**

Write a comment...





Yesterday at 9:23 PM · Like · 1 · Reply



Dee Dobbins

Sorry...couldn't help myself!!!

Yesterday at 9:23 PM · Like · Reply



Rossel Capio Kirkman

Have you tried to look at her Facebook page and see if you have a mutual friend?

Yesterday at 9:25 PM · Like · Reply



John R Freedom Yeah, No mutual friends.



Rossel Capio Kirkman That sucks! I'm sorry 😞



John R Freedom



Yesterday at 9:25 PM · Like · Reply



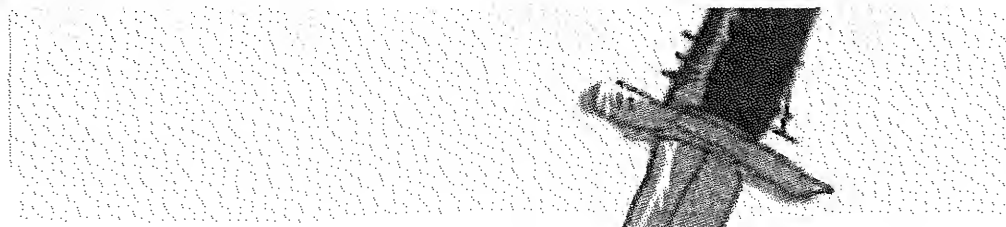
Sebastian Wilkey

Got Your 6

Yesterday at 9:52 PM · Like · Reply



Dukearoo R Murica



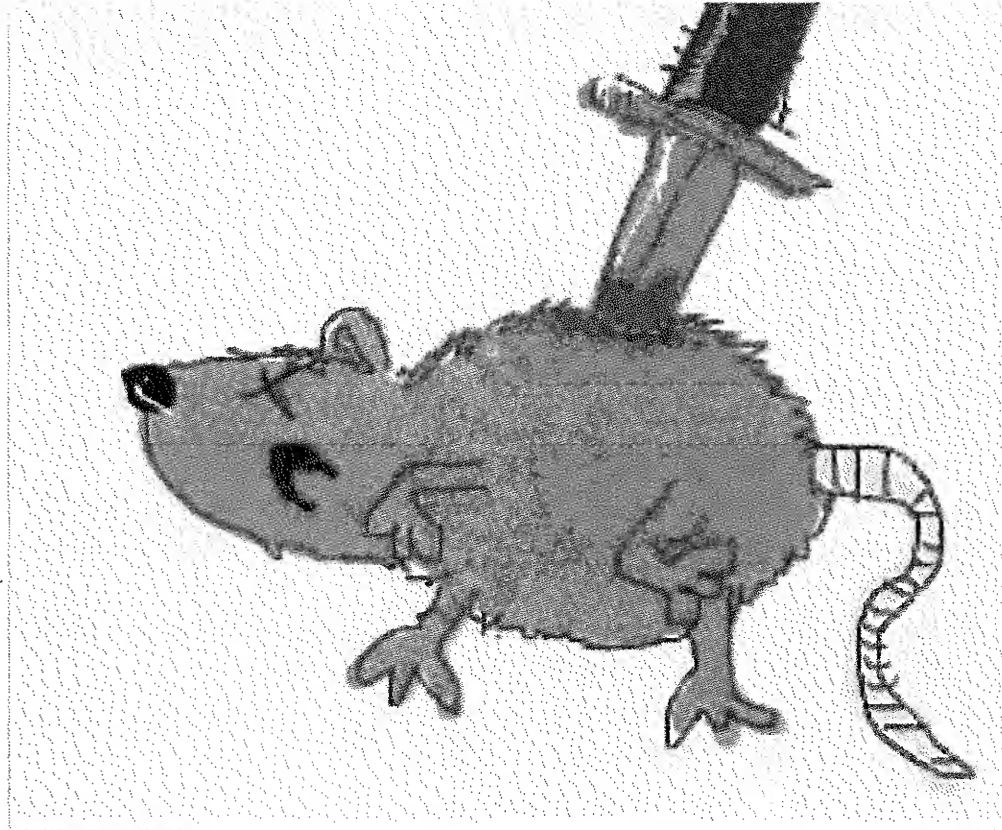
Write a comment...



← Posts

**Sebastian Winkey****Got Your 6**

Yesterday at 9:52 PM · Like · Reply

**Dukearoo R Murica**

Yesterday at 9:58 PM · Like · 1 · Reply

**Michelle G'ner**

What a serious c u next Tuesday biotch! Sorry this happened buddy. Some snowflakes just have no clue and are so upset with heir lives they need to f#%* with other peeps. Got your six always brah!

Yesterday at 10:32 PM · Like · 2 · Reply

**Jason Landon**

Love ya brother! Stand proud. You are as good as they come. The shitbags will get their's in due time. Karma is a biatch!

Yesterday at 10:39 PM · Like · 1 · Reply

**Erika Rose****Dear Rat**

After some souls searching and some deep internet sleuthing



Write a comment...



**Erika Rose**

Dear Rat

After some souls searching and some deep internet sleuthing from some very talented friends of mine, we know who you are. You need to do the right thing here and walk away, unfriend my husband and just leave him alone. He isn't going to unfriend you because we want you to know that we know you did it, and so you need to be able to read this. Do the right thing and we will leave it at that. I hope you make the right decision here. Say HI to Nicole for me, and tell her that she should check her security settings before she does anything like this in the future.

9 hours ago · Like · 3 · Reply

**Trista Ann**

That's fantastic, Erika! Makes me happy to know that your rat is sunk!

9 hours ago · Like · 1 · Reply

**Rian Degroat**

Does little sister need to step in?! Lol

6 hours ago · Like · Reply

**Rian Degroat**

Just remember that she and this "friend" are MISERABLE people. They NEED to feed off of drama. They want people to always see their point of view even when they are completely being an ass. There are the scum of the world. They get to the level of the scum you arrest. She is stalking. Arrest her ass and show her who is really the boss!

6 hours ago · Edited · Like · Reply

**Jeff Boyd**

Well said, it seems such people who have the right to say how they feel always have to go that extra mile without actually sitting in yours or our shoes. If she thinks we are so corrupt maybe she should be brave enough to come ride along on some random shift so she can actually have a fact based opinion. 'Nuff said.

6 hours ago · Like · Reply





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6 hours ago · Like · Reply



Aric Frohman

These people that throw stones are the exact same ones who call when there is a need. You keep being the honest, caring, and professional that I've always know you to be and let this POS have their own opinion. BTW that is harassment and this should be dealt with from a legal aspect.

7 minutes ago · Like · Reply



Aric Frohman

Stay safe cousin!

7 minutes ago · Like · Reply



Write a comment...




All 25 13 11 1



Steven Michael Polonsky

30 mutual friends


Mention



Gina Melton Buskirk

25 mutual friends


Mention



Trevor Donnelly

• 2 new posts

Mention



Jake Switzer


16 mutual friends

Mention



Mike Kirkman


Add



Jeff Boyd

19 mutual friends

Add



Rian Degroat


1 mutual friend

Add



Penny Sapp


Add



Mike Hetzel

19 mutual friends


Add



Jason Landon

2 mutual friends


Add



Aaron Logdahl

38 mutual friends

Add



Sebastian Wilk


Add

All 25


👍 13

👎 11


👏 1

- 


Jason Landon
2 mutual friends

Add
- 


Aaron Logdahl
38 mutual friends

Add
- 


Sebastian Wilkey
1 mutual friend

Add
- 


Jamie Haywood
1 mutual friend

Add
- 


Rossel Capio Kirkman
1 mutual friend

Add
- 


Heather Kirkwood
2 mutual friends

Add
- 


Stephanie Triggs Hill
20 mutual friends

Add
- 


Erika Rose
13 mutual friends

Add
- 


Theresa Kirkman

Add
- 

Lissa Guns
32 mutual friends

Add
- 

Aimee Pags
18 mutual friends

Add
- 

Mandy Verraes

Add

All 25 13 11 1

Russell Cupio and 11 others



1 mutual friend



Heather Kirkwood

2 mutual friends



Stephanie Triggs Hill

20 mutual friends



Erika Rose

13 mutual friends



Theresa Kirkman



Lissa Guns

32 mutual friends



Aimee Pgrs

18 mutual friends



Mandy Verraes



Jamie Williams Jensen

28 mutual friends



Bryan C Hall

13 mutual friends



Corbin Schaefer

3 mutual friends



Joshua Miller

23 mutual friends

Add

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